

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System held Friday, May 16, 2014 at the hour of 8:00 A.M. at 1900 W. Polk Street, in the Second Floor Conference Room, Chicago, Illinois.

I. Attendance/Call to Order

Chairman Wiese called the meeting to order.

Present: Chairman Dorene P. Wiese, EdD and Director Carmen Velasquez (2)

Board Chairman David Carvalho (ex-officio) and Directors Hon. Jerry Butler, Lewis M. Collens, Ada Mary Gugenheim; and M. Hill Hammock

Present

Telephonically Director Luis Muñoz, MD, MPH

Absent: Director Jorge Ramirez (1)

Chairman Wiese stated that Director Muñoz was unable to be physically present, but is able to participate in the meeting telephonically.

Director Velasquez, seconded by Chairman Wiese, moved to allow Director Muñoz to participate in this meeting telephonically. THE MOTION CARRIED UNANIMOUSLY.

Director Muñoz indicated his presence telephonically.

Additional attendees and/or presenters were:

Randolph Johnston – System Associate General
Counsel

Gladys Lopez – Chief of Human Resources
Elizabeth Reidy – System General Counsel

Deborah Santana – Secretary to the Board
John Jay Shannon, MD – Interim Chief Executive
Officer and Chief of Clinical Integration

II. Public Speakers

Chairman Wiese asked the Secretary to call upon the registered public speakers.

The Secretary responded that there were none present.

III. Report from Chief of Human Resources (Attachment #1)

Gladys Lopez, Chief of Human Resources, presented her report, which included information on the following subjects: Comparison of Vacancies Filled - FY2013-FY2014; Positions Posted; and Labor Management Committee. The Committee reviewed and discussed the information.

During the discussion of the subject of posting vacant positions, Board Chairman Carvalho requested that information be provided at a future meeting regarding the number of new nurses that have been hired this year from outside of the organization¹. Ms. Lopez stated that she can provide that information at the meeting next month.

III. Report from Chief of Human Resources (continued)

During the discussion of the information regarding the Labor Management Committee, Director Velasquez referenced the usage of the word “governance” in the materials. She stated that governance is a unique responsibility of this Board; she requested that the word be changed and not be used in the context of the Labor Management Committee.

IV. Action Items

A. Minutes of the Human Resources Committee Meeting of April 18, 2014

Chairman Wiese, seconded by Director Velasquez, moved to accept the minutes of the meeting of the Human Resources Committee of April 18, 2014. THE MOTION CARRIED UNANIMOUSLY.

B. Any items listed under Sections IV and V

V. Closed Session Items

A. Recruitment of Permanent Chief Executive Officer for the Cook County Health and Hospitals System

B. Discussion of personnel matters

C. Update on labor negotiations

D. Discussion of litigation matters

Chairman Wiese, seconded by Director Velasquez, moved to recess the regular session and convene into closed session, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), regarding “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity,” 5 ILCS 120/2(c)(2), regarding “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees,” 5 ILCS 120/2(c)(11), regarding “litigation, when an action against, affecting or on behalf of the particular body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting,” and 5 ILCS 120/2(c)(17), regarding “the recruitment, credentialing, discipline or formal peer review of physicians or other health care professionals for a hospital, or other institution providing medical care, that is operated by the public body.” THE MOTION CARRIED UNANIMOUSLY and the Committee recessed into closed session.

Chairman Wiese declared that the closed session was adjourned. The Committee reconvened into regular session.

VI. Adjourn

As the agenda was exhausted, Chairman Wiese declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Dorene P. Wiese, EdD, Chairman

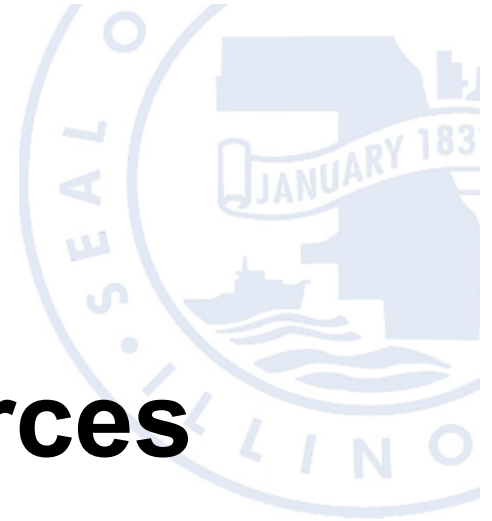
Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

¹ Follow-up: request for information regarding the number of new nurses that have been hired this year from outside of the organization. Page 1.

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Human Resources Committee Meeting Minutes
May 16, 2014

ATTACHMENT #1

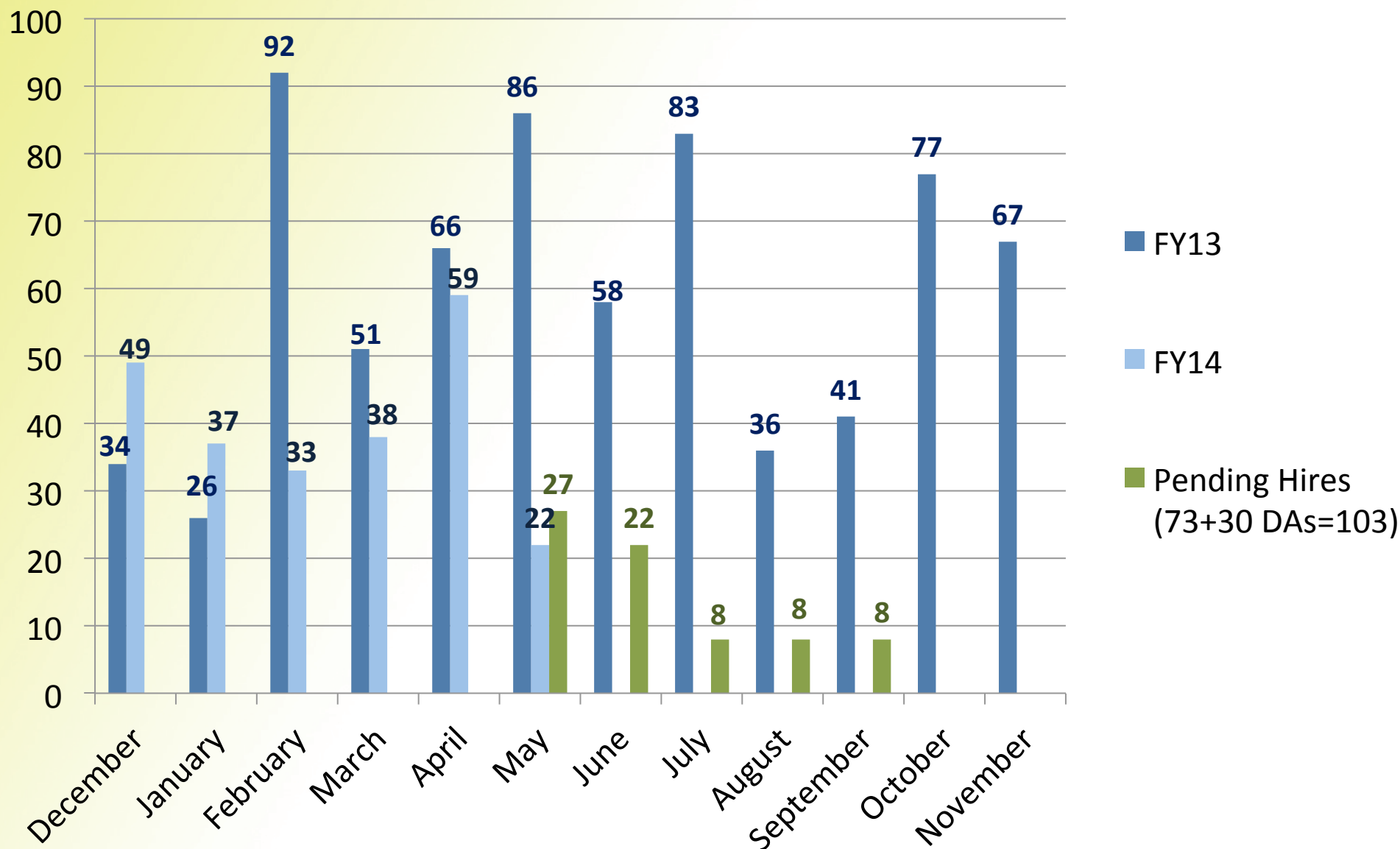


CCHHS Human Resources

**Gladys Lopez,
Chief of Human Resources**

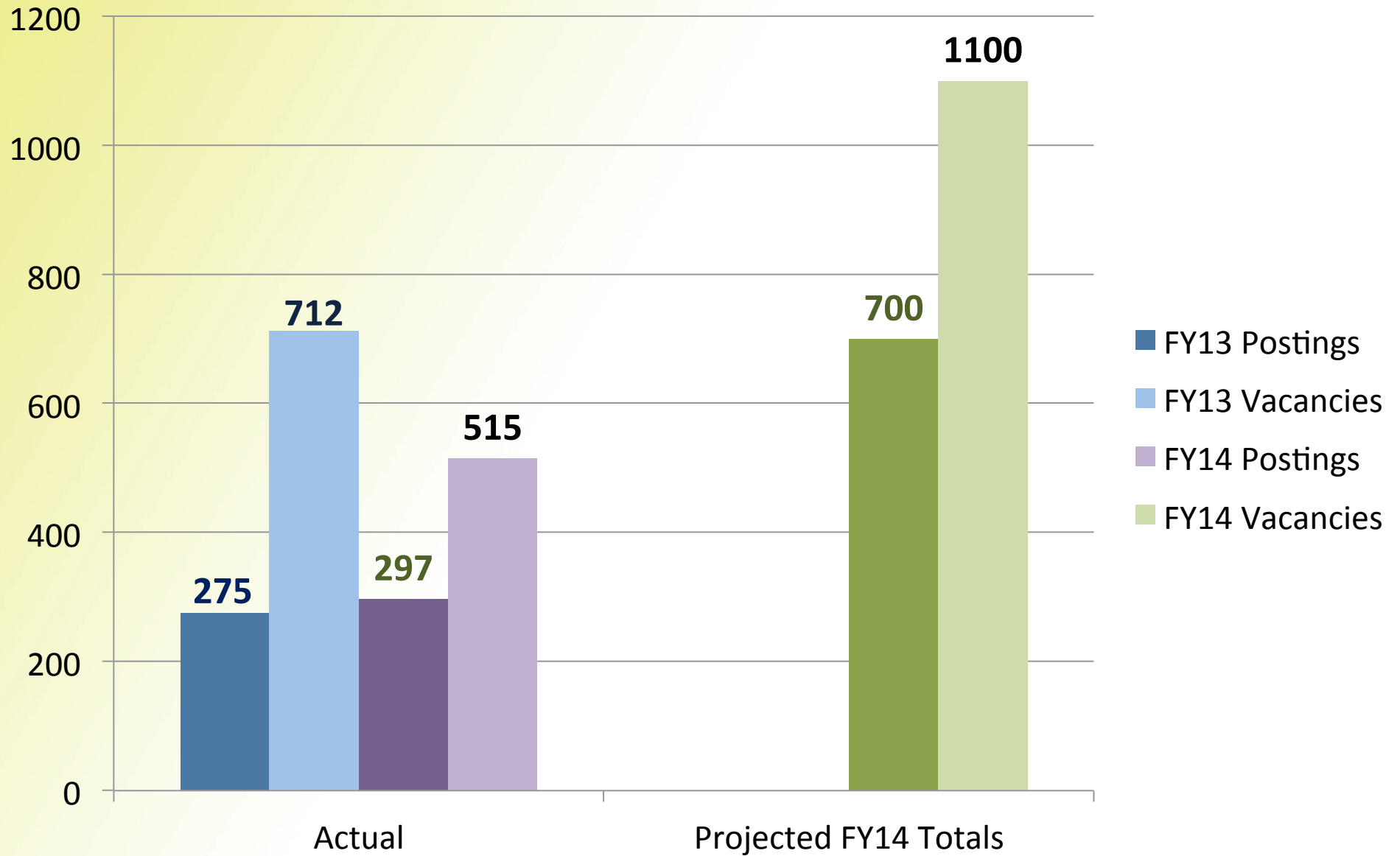
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Comparison of Vacancies Filled – FY13 to FY14



NOTE: As of 05/05/14 we have 48 candidates who are being processed. A Hire Date has not yet been identified.

Positions Posted





CCHHS Labor Relations

May 16, 2014

Labor Management Committee

- Met 04/28/14
- Consensus that Labor and Management must find the means to be strategic, flexible and timely in meeting the challenges of the internal and external environment to meet the mandates and expectations of CCHHS
- 3 Recommendations:
 - Change processes should begin with creating and sharing of a “Case for Change”
 - Create an effective, efficient and active governance structure for LMC
 - Need to identify and provide human and financial resources to carry out the work of LMC

Labor Management Committee

- Consensus we need an effective and comprehensive education / communication system to build an understanding and unified commitment among all stakeholders and staff to successfully achieve the line of sight needed for full engagement
- Need to identify and provide resources to enable the development of effective teams
 - Spread learned and best practices
 - Set timetables and goals to achieve measurable improvement outcomes
 - Eliminate barriers, resistance and other challenges
- Achieve, communicate and celebrate clear “wins”



Closed Session

May 16, 2014